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QUESTION 1

You created a performance goal, "Customer Satisfaction/1 and added it to your goals. You want to align this goal with your manager\'s goal "Improve customer satisfaction by 20%" and assign it to your direct reports also. You see an error message when you try to align and assign your goal.

What is the reason for the error?

A. You defined the goal as a development goal.

B. Priority is not entered for the goal.

C. You marked the goal as a "Private" goal.

D. Target completion date is not entered for the goal.

E. A weight is not entered for the goal.

Correct Answer: B

QUESTION 2

The Department Manager has created and published an organization goal "Improve Organization Performance". The goal-setting process is completed across the organization. At the end of the goal-setting process, the Department Manager wants to know how many workers in his or her organization have set goals to "Improve Organization Performance".

How can the Department Manager see the desired information?

A. View either the Goal Alignment Summery report orthe Goal Progress Summary report.

B. View the Goal Progress Summary report.

C. Create a new dashboard report on the Organization Goals page.

D. Create a new dashboard report on the My Goals page.

E. View the Goal Alignment Summary report.

Correct Answer: E

QUESTION 3

A senior manager with your client wants to see a report that shows how much progress is being made on the goals that support his or her performance goals. How would you satisfy this requirement?

A. Show the manager how to use the Goal Progress Summary analytic on the My Organization Goals page, avoiding a custom report.

B. Create a new analytic that shows the goals that are aligned to the manager\'s performance goals and their status.

C. Create a new analytic that shows the goals that are aligned to the manager\\'s organization goals and their status.

D. Show the manager how to use the Goal Alignment Summary analytic on the My Organization Goals page, avoiding a custom report.

Correct Answer: A

QUESTION 4

Which is an example of a SMART goal for an HR executive?

A. Implement policies to reduce corporate insurance expenses by the end of the year.

B. Revamp the employee training catalog and add 20 new training programs.

C. Reduce the average time to hire by six days before June 30.

D. Deploy the new HRIS within the established project financial budget.

Correct Answer: B

QUESTION 5

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a virtual role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

A. Create an Incumbent Succession Plan for Employee 1.

B. Create a Job Succession Plan for the Head of Sales job.

C. Create a Job Profile Succession Plan for the Sales job profile.

D. Create a Job Family SuccessionPlan for the Sales job family.

E. Create a Position Succession Plan for the Head of Sales position.

Correct Answer: A